

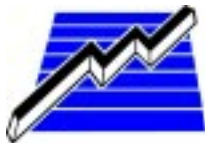
COUNTY NEWS



PUBLISHED FOR EMPLOYEES OF THE COUNTY OF SAN DIEGO

June 2002

Employee Satisfaction Makes Impressive Gains in Annual Survey



Over the last five years, employees have become increasingly more satisfied with the County as their employer. That's just one of the many positive findings of the County's annual employee satisfaction survey.

Overall, employees responded more positively to 93 percent of the questions compared to last year. Conducted by the Department of Human Resources since 1997, results have shown a steady increase in favorable responses to almost every survey item. Between 4,500 and 6,000 County workers respond each year.

Some of the key findings over the past five years include:

Overall job satisfaction increased by 15 percent.

When asked **"Are you treated fairly by your department?"** positive responses from County employees increased by 16 percent.

Employee perception of the County providing **career development opportunities** increased by 19 percent.

Respondents showed a 20 percent improvement in positive responses about **morale of employee work groups**, with an eight percent jump in the last year alone.

Satisfaction with the County as an employer has jumped dramatically, increasing by 25 percent; with an eight percent improvement from the last survey.

For more information about the annual survey, contact your department personnel officer.

Extra!

There was so much to share this month in County News that we couldn't fit it all in four pages! Make sure you read the expanded, online version for these stories and photos:

- ✓ New central animal shelter grand opening
- ✓ Important energy tips
- ✓ Walk America recap
- ✓ New South Bay Assessor/Recorder/Clerk office
- ✓ Service awards, in memoriam, and retirement announcements
- ✓ And much, much more!

The online version of County News is available on both the County's Intranet (cww/mpr) and at www.sdcounty.ca.gov/dmpr (click on "News Center").

Energy Consciousness Continues for Mindful County Employees

"Watts" up with the energy crisis? Memos released by federal regulators show that energy traders devised elaborate strategies as part of an alleged scheme to manipulate the California deregulated energy market last summer.

Was the County affected? You bet! Is the County still affected? You bet!

The state budget crisis reflects long term energy contracts that still total more than \$15 billion. As we all know, there's the possibility that the state budget crisis will impact us here at the county level.

Last summer County employees took a proactive approach to the energy crisis. The result: a \$4 million savings against what the County had expected to spend through June 2001.

County employees have maintained their "energy consciousness," continuing to reduce consumption of electricity by 15 percent during the first half of this fiscal year,

compared to the same period the year before.

Although there are no predictions for summer blackouts, the cost of electricity will increase by approximately 20 percent now through September to encourage conservation.

This summer, employees are encouraged to continue conserving energy between the peak energy times of 11 a.m. and 6 p.m., Monday through Friday, with these simple steps:

- ✓ Turn off all discretionary lighting.
- ✓ Power down all copy machines, computers and printers when not in use and turn off all lights and equipment when leaving at night (particularly on Friday nights).



- ✓ Remember to dress lightly for those summer days; building temps will be set to cool no lower than 78 degrees.
- ✓ Schedule an informational meeting offered by General Services that provides guidelines for minimizing unnecessary energy consumption both at work and at home.

And for employees interested in utility rebate programs for their home, check out San Diego Gas & Electric's rebate offers good through September 2002. Forms are available on the "Energy Efficiency" section of its Web site at www.sdge.com.

(Information provided by Pat Zeitounian of General Services.)

NewsBriefs

AIS Hits the Airwaves

Interested in learning more about the great programs and services available for seniors in San Diego County? Then you'll want to tune into a new hour-long call-in radio program at 6 p.m. each Monday on KPOP radio, AM 1360, beginning June 3. The program, sponsored by Aging & Independence Services, will focus on topics of interest to older adults, disabled persons and their families. Vivacious host Vickie Velasco will make sure the show is upbeat, positive, fun, informative and compassionate.

Service in the South Bay

The Assessor/Recorder/Clerk office in Chula Vista recently relocated to the corner of Third and I Streets at the South Bay Regional Center. The new office is much larger, with an expanded public waiting area and additional counter space. The extra room means staff can serve the public more promptly and efficiently. The Chula Vista location is full service, offering birth and marriage certificates, marriage licenses and ceremonies, fictitious business names, assessor information, payment of property taxes, and—for the first time—document recording services in the South Bay.

Neighborhood Watch

More than 50 representatives from community organizations came together for a meeting hosted by the Central Region of the Health and Human Services Agency. It was part of the region's Family-Centered Neighborhood-Based (FCNB) services. The program is based on the principle that the first and greatest investment in time and resources should be in the care and treatment of children in their own home, and when that's not possible, in their own neighborhoods.

The focus of this meeting was improving services and increasing the number of foster parents in the 92105 and 92113 ZIP codes. Organizers received positive feedback and interest in future endeavors.

Innovation Award

The County of San Diego received the highest honor handed out by the San Diego County Taxpayers Association at its annual dinner, held on May 2. The County was given the Grand Watchdog Award for its move to secure tobacco settlement funds.

As a result of U.S. tobacco lawsuit settlement, the County was to receive approximately \$945 million over the next 25 years. After evaluating the potential unpredictability of tobacco settlement dollars in the future, the County decided to sell the rights to the income stream in exchange for an up-front payment. According to the Taxpayers Association, "the innova-

(continued on page 3)



In *Walt's* Words

State Budget Woes Put the County at Risk

San Diego County employees and managers, from the Board of Supervisors on down, have worked hard over the past five years to make this organization financially secure.

Our efforts have paid off as we deal with the current period of economic uncertainty. Recently, I presented the Board of Supervisors with my proposed budget for the next two years. While there weren't a lot of new programs, the budget does maintain all the vital services the public needs and expects from its County government. It is a balanced budget, and it includes prudent reserves.

If you've read the newspapers or watched television news, you know that in spite of our good work, the County faces potentially drastic cuts in revenue in the coming months.

That's because, frankly, the California state government has let us down when it comes to managing the state's finances. The state faces a shortfall of more than \$24 billion, and we are concerned they will close that budget gap by taking money away from counties and cities. Under the governor's latest budget proposal, we stand to lose from \$50 to \$80 million, mostly in the realm of Health and Human Services. But we can't know for sure what will happen until the Legislature finishes its own budget deliberations.

I'm also convinced that the state has not gone far enough to deal with the long-term impacts of the economic downturn, and that more painful cuts and tax increases may still face us over the next couple of years.

I want you to know that we will do everything we can to avoid cutting services. In spite of the state budget crisis, I have a long list of goals for 2002-03, and I want to achieve as many of them as possible.

These goals include completing new libraries and moving forward with a new Edgemoor hospital, improving our readiness to deal with a terrorist attack, and maintaining the safety net for those who need it most. We'll also seek to help resolve regional growth and traffic issues through General Plan 2020, and continue our push to make technology work for the citizens of San Diego County.

Each of my goals helps further the County's strategic plan, a blueprint that the Board of Supervisors has drawn up to guide us. The pillars of the strategic plan include fiscal stability, public safety, environment, self-sufficiency, health and wellness, technology, human resources modernization, workplace improvement, and regional leadership. Every program or project that we undertake must help advance one of those overarching objectives.

I will keep you informed as we learn more about the state's plans to deal with its budget deficit. Teamwork got us where we are today, one of the best-run counties in the nation. And teamwork will help us get through this crisis with as little impact as possible to those who depend on us for their health, well-being and quality of life.

Walt Ekard
Chief Administrative Officer

NewsBriefs

(continued from page 2)

tive program allows a guarantee of revenue independent of the success/failure of tobacco companies, decreasing demand for tobacco products, future litigation and changes to legislation."

The County also received a Watchdog Award for its utility savings program.

Rings and Rinks

If you haven't booked your tickets for the popular "Champions on Ice" show coming to the San Diego Sports Arena on July 14, then check out the DIBBS discount offered to County

employees. Other discounts are being offered to see the "World Famous" Lipizzaner Stallions, billed as the "equestrian treat of the century" on July 26, and the Ringling Bros. and Barnum & Bailey circus Aug. 8-10. For more information, look for a DIBBS flier posted near you, or call DIBBS at (619) 578-5781.

Leapin' Land Values

The office of the Public Administrator/Public Guardian set an all time record during its April 27 real estate sale. Twenty residential properties were sold for a total of \$5.4 million—averaging 153 percent over the appraised value.

(See "County News Extra" in the online version for more County-related news.)

Reservist Pays Tribute to Department Support

Since the Sept. 11 attack on the United States, many things have changed. For Robert Naranjo of the Health and Human Services Agency, he's seen his free time disappear.

That's because, in addition to his job as a case manager in County Mental Health, he's got another career that's kept him in demand of late. Naranjo is a reserve army officer assigned to the Surgeon's Office on Weapons of Mass Destruction.

"Currently, my main focus is to make sure the plans are in place, the training is in place, to make sure the soldiers under our command are ready and trained up in this region," Naranjo said.

Naranjo has 26 years of military service, starting as a combat medic after graduating high school early. His active military career spanned just three years, but he's been a member of the reserves ever since.

As an officer, his duties go beyond the standard one weekend a month.

"Nowadays, most reserves—especially officers—can't call themselves weekend warriors anymore," Naranjo said.

He works his reserve job in the evenings, off-duty weekends, and

when they call him up for active duty. In fact, over the last 12 months Naranjo has been called up to active duty eight times. He's trained medical units for mobilizations and deployments, and prepared medical response plans following the events of Sept. 11.

Naranjo is grateful for the support he's received from his co-workers and supervisor at the County. To show his appreciation, he recently presented his supervisor, Shelly Falconer, with a certificate of appreciation from the army.



Naranjo presented his supervisor, Shelly Falconer, with an award from the army.

Ver•ba•tim

Letters from satisfied customers served by County employees.

Donna Boissere and **Mike Jones** (Adoptions, HHSA) were praised for their magnificent social work skills, which helped create a "perfect family" for one couple.

"Their expertise and close attention to the finest detail throughout the entire adoption preparation process goes unsurpassed."

Gary Clarke and **Ralph Kebbe** (County Technology Office) were thanked by the Registrar of Voters office for their quick and flawless work preparing the electronic tally boards for Election Central.

"Your support was a true example of teamwork."

Mark Schurr, **King Ackermann** and **Susan Marientes** (Assessor/Recorder/Clerk) preserved harmony in a family by helping sort out an error on a property transaction.

"I am very grateful for their help and wanted you to know that your staff is doing everything possible to carry out your commitment to service."

Regina McInerney, **Rudy Rodriguez** and **Steve Lamoureux** (Assessor/Recorder/Clerk) were singled out for being exceptionally helpful to a business owner.

"It is a good feeling to know that these people care about the public needs and respond in such a positive way. Calling for information never seems to be a hassle for them."

The **Polinsky Childrens Center staff** were thanked by grandparents for the excellent care provided to their grandson when he was taken there by Child Protective Services.

"They went out of their way to make us feel welcomed, showed genuine concern and care and bent over backwards to make our grandson, who was very scared, feel as safe and comfortable as possible."

Claudia Locano (Assessor/Recorder/Clerk) was commended by a client for helping sort out a problem with a supplemental tax bill.

"As a former elected official, I could not have been more pleased at the customer service than I received from Claudia."

Charlett Trawick (County Library, La Mesa Branch) was praised for her invaluable assistance in gathering information for a customer.

"Thank you, Charlett, for your time and desire to help."

Lave Strides Toward '04 Olympic Trials

Crossing the finish line first in the women's division of the Dr. Seuss Run for Literacy in April was none other than the County's own Tamara Lave. For the 33-year-old Deputy Public Defender, running is simply a part of who she is.

"It's like eating, breathing, sleeping, running," Lave said about her passion, which started at age three. "My dad used to run every morning, so my twin brother and I would run to the end of the street and wait for him until he had run his little loop, and then we'd run back."

Lave was named to the All-American team in track three times in college, but didn't start concentrating on distance running until after graduation. Since then, her accomplishments have included placing 19th in the 2000 Olympic marathon trials and placing 10th among American women in the New York City marathon last fall.

Not bad for someone with a demanding career.

"Most people at my level or above don't work full time," Lave said about her competition. "And if they do work full time, they're not public defenders."



Tamara Lave (right) on course at the 2000 Olympic marathon trial.

But don't think Lave is complaining.

"I actually have to say that this job has been incredibly supportive of my running," she said.

Lave joined the Public Defender's Office in September 1995 after receiving her law degree from Stanford University. With her department's support, she's had the flexibility needed to train for the big events, including a three-month leave of absence before the 2000 Olympic trials.

As for the future, Lave is looking towards the 2004 Olympic trials. She said that women runners tend to get stronger until their mid to late 30s—meaning her timing may be perfect for her best performance yet.

NewsMakers

Steve Binder, deputy public defender, was recognized for his dedicated work with the Homeless Court at the 2002 Annual Defender Dinner in April. He received the Stan Conant Award for exceptional and unselfish devotion to protecting the rights of indigents.

Jeff Reilly, deputy public defender, was recognized by the San Diego Criminal Defense Bar Association at its annual awards program in March. Reilly was given a Lifetime Achievement Award celebrating his dedication, passion and tireless efforts to protect the rights of juveniles in the criminal justice system.

Nick Macchione, general manager of HHSA's North County region, was presented with the first ever North County Community Health Leader Award during the inaugural health summit of the North County Collaboratives. The North County Collaboratives is a nonprofit coalition of health, family and support services created by the county in 1999. Macchione was recognized for his work as an advocate, leader and visionary in his work for North County residents.

Rene Santiago was appointed general manager of HHSA's Central Region. He comes to the County from Los Angeles County's Department of Health Services, where he was director of the office of strategic planning and evaluation. As general manager, Santiago will direct public health and social services programs that serve the residents of the central region.

John "Jack" Pellegrino was selected as HHSA's new deputy director of Agency Contract Support. Pellegrino brings more than 20 years of experience in contract management to the County, having most recently worked for Science Applications International Corporation in San Diego.

Nancy Bowen, M.D., M.P.H., was named interim Public Health Officer for HHSA. Bowen, a County employee since 1986, was previously Chief of Chronic Disease and Injury Prevention and Health Promotion. She assumed the interim duties after Dr. George Flores left to consult for The California Health Endowment. Gail Cooper has assumed responsibility for managing the Office of Public Health, while Bowen concentrates on medical issues. Bowen is board certified in preventive medicine.

Terry Cunningham, chief of HHSA's Office of AIDS Coordination, received a Crystal Heart Award for his inspiring work in AIDS outreach. The award was given by *Update*, a publication that serves San Diego's gay and lesbian community. He was honored for giving his time and energy to many health-related causes in the gay and lesbian community.

Heidi Shaffer, administrator of the Edgemoor Geriatric Hospital, is being installed as president of the California Health Information Association in June. The association provides leadership, education, resources and advocacy for its members. Shaffer is only the second president of the organization elected from San Diego in its 50-year history.

County News is published for the 17,000 employees of the County of San Diego.

Board of Supervisors

Greg Cox, District 1
Dianne Jacob, District 2
Pam Slater, District 3
Ron Roberts, District 4
Bill Horn, District 5

Chief Administrative Officer

Walter F. Ekard

This information is available upon request in alternative formats for persons with disabilities.



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Rene Quaresma, Editor

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COUNTY NEWS *Extra*

Service Awards

Congratulations to County employees reaching the following milestones in June:

35 years

Virgil L. Chapin (Public Works)
Carol A. Fowler (Child Support Services)
Judith A. Pollard (District Attorney)

Edmund M. Pollock (Sheriff)
Linda B. Savitz (Superior Court)
Charles Smallenberger, Jr. (Sheriff)
Minnie Streed (Farm & Home Advisor)
Virginia D. Walton (Probation)
Michael D. Williams (District Attorney)

Edgardo A. Manazan (Public Works)
Regina U. Maschka (HHSA)
Charles Nares (Human Resources)
Shirley A. Ramsay (Auditor & Controller)

30 years

King J. Ackermann (Assessor/Recorder/Clerk)
Gary M. Alschbach (Sheriff)
Gedimin B. Bulat (HHSA)
James L. Cronk (Public Works)
Lawrence W. Dill (Sheriff)
Beverly A. Doyle (Public Defender)
Deborah Kay Hilton (Sheriff)
Steven C. Mann (County Technology Office)

25 years

Michele A. Armbrust (County Library)
Merry B. Carson (HHSA)
Vilma M. Crisologo (Purchasing & Contracting)
Nellie R. Fuentecilla (Superior Court)
Pamela Goodwin-Tolson (Auditor & Controller)
Douglas A. Hatfield (Public Works)

20 years

Jo Anne Hunter (HHSA)
Nelida L. Lagandaon (HHSA)
Diana S. Rash (HHSA)
Mark S. Robinson (Sheriff)
Faustino M. Sanchez (Sheriff)
Carol A. Stanley (County Library)
Valinda L. Sutton (Sheriff)
Geraldine Taylor (Sheriff)
Ann M. Terrell (County Library)

In Memoriam

The San Diego County Employees Retirement Association reports that the following retired employees recently passed away:

Franklin Adams (District Attorney)	4/17	Herbert Mahr (Transportation)	3/24
Irma M. Bagley (Welfare)	3/16	Michele A. Malcongio (Public Works)	4/10
Edith A. Beeman (Welfare)	3/11	Agnes M. Miller (County Recorder)	3/30
Ernest Blake (Agriculture)	3/30	Helen J. Moffatt (Public Works)	4/16
Clara B. Coleman (Welfare)	4/22	M. Robert Palmer (Probation)	3/7
Ronald G. Cowan (Prisoner Transport)	4/15	Marilyn S. Powell (Recorder/Clerk)	12/2
Betty J. Edwards (Social Services)	2/18	Diana W. Robinson (General Services)	1/9
Loraine C. Erickson (Public Works)	4/7	Rolland R. Roseberry (General Services)	4/10
Evelyn D. Johnson (Farm Advisor)	3/17	Selby K. Santmyers (Welfare)	4/8
Jean Knopp (Welfare)	4/2	Carleton Seabourne (Public Works)	3/30
Francis Londrow (School/Education)	4/11	Donald L. Weiss (Public Works)	4/21

Our thoughts and prayers are with the friends and families of active employees Joan M. Ceraulo, Public Defender (3/27); Barbara A. Culpepper, Sheriff (1/29); Jerry L. Dewitt, HHSA (3/28); and Sally K. Macy, HHSA (4/24).

County News Extra includes expanded information about and for County employees. If you have something you'd like considered for either *County News* or *County News Extra*, please contact the newsletter editor at (619) 595-4632 or e-mail at rcarmich@co.san-diego.ca.us. Items can also be faxed to (619) 595-4664 or mailed to MS A-359, Attn: *County News*.

Retirements

The San Diego County Employees Retirement Association reports the following employees recently retired:

Rudolf A. Aguilar	Donald Campbell	Shanon L. Dreyer	Linda Hearn
David L. Alcayaga	Steve C. Campbell	Peggy Duggan	Terrell L. Hedstrom
Alicia Aldrete	Rosemary Cannon	Maureen K. Dunn	Theodore D. Heinrichs
Franklin E. Allee	Ernest R. Cardoza	Jenelle Durrance	Robin K. Henselmeier
Barbara Alley	Richard A. Carey	Daniel J. Eberle	Steven D. Hicks
Michael D. Almer	Michael S. Carleton	Robert L. Erickson	Darrel M. Hill
Maria C. Alvarez	William R. Carnett	Michael A. Espinosa	Donna J. Hill
Nancy L. Amos	Gwen B. Carrier	Luther R. Estes	Thomas S. Hobbs
Burt M. Anderson	Ofelia V. Carrillo	Richard Eustace	Beth Hodgson
Dorothy V. Anderson	James B. Castle, Jr.	Marjess J. Evans	Mary F. Holbrook
John A. Anderson	Alvaro Celaya	Mosen Faraday	Carol L. Holmgren
Mary A. Anderson	Roy A. Celis	Barbara L. Farmer	Louise M. Horna
Ronald W. Anderson	Joseph G. Cellucci	Ricardo M. Federe	Suzane Hoy
Gary L. Andrews	Virgil L. Chapin	Francis C. Felice	Jerry G. Humphrey
Michael R. Angus	Janet M. Chillinsky	Everett T. Fenex	Mary A.S. Hunter
Pablo M. Antonio	Jacklynn Choisser	Rilla J. Ferguson	Kathleen E. Hurt
Fred Avila	Bonita R. Christian	Norman W. Ferris	Edward F. Isacco
Nancy J. Bailey	Carolyn J. Chuhna	Patricia E. Finn	Jaime H. Jalbuna
Estela Y. Baker	Anthony J. Clark	Robert C. Fleming	Gary W. Jenkins
Linda D. Baldwin	Janis W. Claunch	Marcella Flint	Rita S. Jenkins
Graciela Banuelos	Lori L. Clemons	Ronald L. Flint	Elizabeth L. Jeter
Joseph G. Barend	Debra Cluka	Jeffrey W. Flynn	John Jimenez
Donald L. Bass	Richard A. Colavin	Judith A. Fioles	David B. Johnson
George W. Bauer	Dennis M. Cole	Linda J. Fowle	Junette Johnson
William W. Baxter	Barbara A. Collier	Richard C. Frame	Michael E. Johnston
Wayne L. Beachley	Eugene D. Cooper	Frank H. Francese	Albert L. Julian
Lenore A. Beaugrand	Esther Coppelman	Wayne R. Freeman	James R. Kastorff
Peter J. Beres	Mark S. Coppes	Alan C. Fulmer	Billie J. Kersey
Ann M. Berrau	William D. Courton, Jr.	Thomas J. Gallagher	Charles M. Kett
A. Roberta Bethea	David L. Cox	Maureen A. Gallaher	Michael J. Kiley
Virginia Bigler-Engler	Sonja M. Cox	Shirley Gary	Jacob A. King
Sylvia L. Binley	Roberta J. Craig-Sessions	Dana G. Gassaway	Sherry J. Kingsbury
C. Gerald Bischoff	Betty Crawford	Mary Jane Gentile	David B. Kleven
Barbara A. Bjork	William B. Crofton	Jerry S. Gerard	John Knadle
William R. Blanas, Jr.	Ann G. Cromer	Anthony J. Gesiakowski	Cynthia K. Krutsch
Rene Board	Loraine C. Cummings	Zoe A. Ginsky	David A. Labadie
James B. Boese	Nancy A. Curcio	John A. Golden	Jerilyn D. Lagus
Scott T. Boise	Delfina V. Davidson	Allen R. Goldsmith	Richard B. Lamb, Jr.
Gary V. Bonner	William Davidson	Ingrid E. Gonzales	Kathleen A. Lancaster
Jo Ann Bose	Charlise M. Davis	Eduardo C. Gonzalez	Dusty Le Nguyen
Michael R. Boucher	Donna Davis	Robert H. Grissom	Sally A. Ledden
Sophia K. Boucher	Karen L. Davis	Sylvia T. Gustafson	Margaret Anne Lee
Curtis C. Bouterse	Dale B. Dawson	Larry R. Guthrie	Virgil R. Lewis
Carroll O. Boyd	Larue Deaver	Frank T. Haag	Linn E. Liles
Quintan A. Bradley	Carol A. Decker	Patricia Hall-King	Susan L. Lindsey
Douglas A. Bretney	James E. Decker	Edward Halulka	Terry L. Loll
Robert L. Brown, Jr.	Patricia C. Delozier	Lionel P. Hamilton	Nenita S. Lopez
Charles J. Brown	Diana R. Denoyer	Arne Hansen	Donald R. Lowe
Dawn A. Brown	Michael J. Devine	Shirley A. Hardrick	Thomas E. Ludwig
Eric J. Buckenmeyer	Jeffery M. Dill	Myra J. Harrah	Kenneth L. Lusher
Russell C. Burkett	John J. Dodd	Charles F. Hartjen	Faaleaoga Luuga
Esperanza L. Cabale	Wanda J. Dooley	Ronald A. Hauser	Patricia A. Mancinie
Ida Del Pilar Cacho	Robert A. Downer	Leon P. Hawkins	James Mangel

Retirements (continued)

Virgilio V. Marco	Ardist J. Olds	Dario Sanchez	Kaaren A. Thiem
Tammy Margetts	Felisa J. Ordonez	Priscilla Sanchez	Ellen L. Thomas
Robert W. Mars	Joann E. Orendurff	Guadalupe E. Sandoval	Fred A. Tinker
Gordon E. Martin	Vivian Osborne	Bill F. Sargent	Larry V. Tinnerstet
John E. Maschka	Franklin A. Over, Jr.	Grace H. Sawasaki	Mary Ann Tomaro
Sandra J. McAllister	Virginia S. Page	Cynthia M. Scheuerman	James L. Toothaker
Thomas F. McArdle	Rodrick E. Palmer	Leroy Schiff	Ricardo P. Trinidad
Richard A. McCauley	John Parkin	John A. Schilbe	Raul Valderrama
F. Marian McGee	Patricia G. Parris	Eugene A. Schmitt	William J. Valeri
William J. McGinnis	Diane K. Pauley	Jean M. Schubert	Susan P. Vazquez
Lois Kronsburg McHenry	Jan W. Payne	Diane M. See	Thomas R. Vierling
Betty J. McIntyre	Soledad B. Pepito	Charles W. Seiber	Robert L. Vigil
Charlyne B. McKain	Manuel J. Perez	Sandra K. Sheffield	Bridget M. Vinson
Gretchen A. McKay	Rightly R. Perry	Bonita C. Shepard	Gary Vontungeln
Christine E. McKnight	Donald L. Phelps	Patricia L. Sindelar	Jamie L. Voss
William W. McKnight	Richard E. Pichette	Donna R. Slaton	Catherine L. Walk
Gene A. McPheron	Donald P. Pickford	Richard Slattery	Carole C. Wallace
Deborah A. Mecum	Larry P. Picolorich	Harold W. Smith	Harriet E. Waring
Gretchen W. Medley	Sherri A. Pierson	Karen M. Smith	Robert J. Warner
Angie Merker	Patricia Pinto	Lillian Smith	Rita L. Watson
Anthony W. Miller, Jr.	Carol A. Porter	Manard E. Smith	Patsy G. Watters
Lorena L. Monteleone	Dennis J. Poulson	Paul E. Smith	Beverly A. Weide
Sylvia Montero	Joann B. Price	Peggyanne G. Smith	Leonard N. Weidenbenner
Betty L. Moody	Timothy R. Price	Steven C. Smith	George Weinberg-Harter
Steven K. Moreno	Katherine Priest	Juanita Sofranko	Grace F. Weinbrandt
John F. Morien	Marie A. Purpo	Edward P. Spain	Edward Weirather
Jill Moulton	Janet S. Purtee	Roger H. Spaulding	Joanna Welty-Brown
Margaret A. Munna	Joanne Ralston	Wanda J. Spencer	Roberta E. Welty
Kathleen A. Murphy	Richard R. Rathbun	Shirley A. Stahl	Kathryn J. Wilder
James R. Muskett	Joseph R. Ratliff	Gregg E. Steitz	Terril W. Wilder
Ed Napasindayao	Virginia M. Reynolds	Gail A. Stewart	Emma J. Williams
Ruby J. Neagles	William A. Ring	Samuel R. St. John	Nancy L. Williams
Elizabeth E. Nelson	Kristina Ritzau	James E. Stolee	Susan A. Williams
Elma P. Nettleton	Melvin A. Roberts	Tracy A. Stone	Yvonne Williams
Paul D. Nevills	Angelita G. Rodriguez	June G. Stuart	Dollie Wilson
Alan J. Newman	Nancy L. Rose	William P. Sullivan	G. Lance Wilson
Lieu Thi Nguyen	Elizabeth M. Roy	Cynthia A. Swanson	Russell Alan Winne
Jon H. Nielsen	Alice Rozell	Mary A. Swenson	William S. Winterton
Lynn A. Noe	Deborah A. Ryder	Nelly C. Taguba	Michael O. Wise
Barbara M. Norris	James D. Ryder	Mary Ann Tamburello	Frederick A. Witt
Bonnie O'Connell	Jacquelyn L.J. Saar	Tranquilino J. Tanjuan	Berry R. Wohrle
			Coleen Wojdak

New Central Animal Shelter Grand Opening a Tail-Wagging Success

More than 200 people attended the much-anticipated ribbon-cutting ceremony on May 3 to mark the opening of the new Central Animal Shelter, 5480 Gaines St. in the Morena area. The new shelter was originally scheduled to open last August, but was heavily damaged by fire in June 2001.

The new shelter, which sits on the same site as the old one, can hold more dogs and cats, has better grooming and medical facilities and more space for employees. It was designed to be more inviting for people, with the hope that the end result will be more people stopping by and taking home a new pet.



Above: Elected officials and VIPs joined together to cut the ceremonial ribbon on the new facility.



Left: Some of the pets were paraded over to the new shelter during the grand opening festivities. (The rest were brought over after the old shelter closed for the day.)

Revenue and Recovery Celebrates Take Your Child To Work Day

Take Your Child To Work Day, April 25, was a roaring success at the Auditor and Controller Office of Revenue and Recovery. Fourteen children participated in a day filled with organized events and individual activities.

To start the day off, children received a red balloon for their workstation, signifying that a VIP was at work, and a nametag of their very own, complete with a wide choice of stickers for decoration.

Staff gave the special guests an orientation of the office and County government. Then they took part in the "Organization Chart Project," where children drew names of employees in the office, found where that person worked, and then interviewed him or her to determine where they belonged on the org chart. The children completed the project by placing the names next to the job titles in the appropriate place on the chart.

The project was completed just in time for lunch of pizza, chips, juice, and sodas. The children then spent time gaining a better understanding of what their loved ones did all day. They also found out that it wasn't all fun and games. It was hard work!

The final organized event of the day was a staff meeting for all complete with juice and cookies. Each child was presented with an official certificate of participation signed by ORR management. Questions were answered and the children even had the opportunity to reveal the name of the most favorite person they had met that day and explain what they learned or enjoyed most about talking with that person.

It was truly a rewarding day for the children and all of the staff at ORR.



Isabella Cazares of Revenue and Recovery enjoyed time with her granddaughter, Isabella Michelle Hampsten, during "Take Your Child to Work Day."

Walk America Round Up

Approximately 100 County employees, families and friends joined together to support the March of Dimes during the annual WalkAmerica event April 27 and 28.

The County was one of three organizations chosen to participate in a pilot program that gave walkers the opportunity to raise money through a personalized Web site. Thirty-eight people opted to try out the online system, raising more than \$1,400 through this new program.



Karla Triplett of HHSA and Olivia Goemann of the Sheriff's Department were two of the top fundraisers among County employees. The Treasurer-Tax Collector's office was among the top departments participating.

Left: "Team County" members show off their team t-shirts. Above: County employees, families and friends gather before the walk at the Balboa Park.



New Assessor/Recorder/Clerk Office to Serve South Bay

On May 6, Assessor/Recorder/Clerk staff at the Chula Vista office relocated to a newly built facility at the corner of Third and I Streets at the South Bay Regional Center.

County Assessor/Recorder/Clerk Greg Smith said: "My priority has always been customer service. My goal is to serve the public in a fast, efficient, and professional manner." The new, larger office is full service offering Assessor, Recorder, County Clerk, and Tax Collector services.

At a grand opening ceremony on May 28, dignitaries from the South Bay area were present to watch Smith and Supervisor Greg Cox cut the red ribbon and unveil a dedication plaque.



Energy Saving Tips

Here are some simple things you can do now to improve the energy efficiency in your work space.

*** (L) represents Landlord; In leased facilities it is best to check with your Landlord on implementing these items; In County owned facilities, contact the Department of General Services, Facilities Operations for assistance.

Office Equipment: Electrical loads from plug-in equipment can account for up to 30 percent of a building's total energy usage and is easily managed.

- Insure that all video monitors and personal computers be set to an automatic power down mode after five minutes of operation.
- Insure that all copiers and printers have a power-down feature enabled.
- Reduce the hours your equipment is left running unnecessarily. PC's, monitors, printers, copiers and scanners should be turned off at night and over weekends.
- Consolidate use of printers and copiers. Identify areas where more than one work group can use the same printer or copier.
- Eliminate use of personal appliances such as electric heaters, microwaves, refrigerators, and clocks in individual work areas.
- Replace and consolidate employee used refrigerators with energy efficient appliances.
- Choose Energy Star products when upgrading or adding new equipment. These products meet federal standards for energy efficiency and are often available at the same cost as less efficient models. Since most Energy Star equipment powers down during periods of inactivity, you'll also save on air conditioning costs because they produce less heat; The Department of Purchasing and Contracting can identify Energy Star products for you.

Lighting: Building lighting accounts for about one third of electric energy use in a typical office

- Turn the lights off when you leave a room.
- Lights in conference rooms, restrooms, or near windows can be left off when the space is unoccupied.

- Open blinds to maximize natural light and turn off all non-essential lighting in work areas; use task lighting instead of overhead lighting where feasible.
- Appoint a monitor for work areas who conducts daily building inspections of unnecessary lighting and equipment.
- Appoint the last person leaving a work space at night to check that all lighting and equipment in work area is off;
- Replace incandescent lights with Energy Star qualified compact fluorescent lights (CFL); they can reduce lighting costs by up to 75% and last up to eight times longer.
- Have motion sensors and switching devices installed where feasible. (L)
- Where possible, convert existing lighting fixtures to more energy efficient lighting through use of de-lamping and dimmer ballast technology. (L)
- Turn off or reduce hours of operation for all decorative fountains and lights. (L)

Heating and Air Conditioning: Heating and cooling accounts for the greatest use of energy in an office building. Even buildings heated with natural gas rely on electricity to run the system fans.

- Keep exterior doors closed as much as possible. Don't heat or cool the outdoors.
- Pay attention to your thermostat settings. Air conditioning thermostats should be set no lower than 78 degrees F. When heating, 68 degrees is the recommended temperature. (L)
- Seal off unused areas, and reduce or eliminate heating or cooling in these spaces. Storage rooms, warehouses and other unoccupied areas are a good place to start. (L)
- Central heating and air conditioning equipment inspected and maintained at optimum efficiency. (L)
- Install additional window covering and shades where possible. (L)
- Replace older motors with premium efficiency motors (L)

Employee Awareness & Education

- Employee presentations can be scheduled through General Services; contact Pat Zeitounian at (858) 495-5088.

Extra NewsBriefs!

Las Vegas Excursion

The San Diego County Latino Association is sponsoring a Las Vegas trip July 26-28. That's three days and two nights at the Four Queens Hotel and Casino. Cost for this trip is \$90 and includes hotel, double occupancy, and transportation to Vegas and back. Reserve your spot for \$30; seats are going fast so act now. Contact Joaquin Gracida (760) 940-6859 or Ricardo Cunningham (619) 685-2487.

The SDCLA is open to all County employees. It offers networking opportunities through mentoring and training, and seeks access to promotional possibilities through participation in County government.

For more information on membership, contact Kenneth Stevens (619) 557-4151 or Ricardo Cunningham (619) 685-2487.

New TV Show Features SD DA's

The District Attorney's office is being featured in a "reality television" show to debut this month. "Crime & Punishment" is from the same creators of "Law & Order" and is being billed as a real-life version of the show. It premieres on NBC June 16 and follows local prosecutors in and out of court as they proceed through rape, child molestation and murder cases. "Crime & Punishment" is scheduled to air Sundays at 10 p.m.

New Phone Listings a Ringing Success

Information about County of San Diego departments and services will be easier to find than ever, thanks to newly redesigned government pages in the Pacific Bell phone book.

The section is now organized by service, not by department, as it was in the past. Now, customers will only need to know the particular service they're seeking—rather than the department's official name—to find the phone number they need. They'll be able to search easily by key word.

"We want to make it as easy as possible for our customers and residents to reach us," said Wendi Pomerance, County of San Diego Customer Service Center Manager. "We hope this new organization simplifies that process."

The new listings will appear in the 2002-2003 Pacific Bell phone book, which is due out in June.